

From: [Victor Baginski](#)
To: ["Robert Tandy"](#)
Subject: FW: Office Staff
Date: Monday, August 14, 2017 11:52:27 AM

From: Jane Fontana [mailto:jfontana@wallingtonnj.org]
Sent: Monday, August 14, 2017 11:33 AM
To: Victor Baginski <wbaginski@wallingtonnj.org>
Subject: Re: Office Staff

Victor,

I will address each of these separately.

1. On July 18, 2017, I spoke to you about an incident involving my Deputy Clerk Agnes Brynczka and a phone call she received from Councilwoman Dabal. As we discussed, After the phone call Agnes stormed into my office yelling at me that she no longer wanted to be in the middle of whatever was going on between myself and the council. At the time I informed her that I am not the person to talk about this issue but to speak to the new Administrator Ms. Fontana. She stated, she was afraid of the retaliation from Melissa if she went to you. Jane you and I both agreed that no one should have to be subjected to this type of environment.

My recollection is that the date was July 25th, when Councilwoman Dabal called insisting Agnes post a notice on the website regarding that evenings' Planning Board meeting. That was apparently after Dot told her know. Agnes was justifiably upset. Members of the governing body should refrain from giving employees direction. Had the situation been brought to my attention at the time, I would not have approved any such notice as it is contrary to the statutory requirement for providing notice of planning board applications. Agnes is not responsible for knowing those sort of statutory requirements. Dot obviously did know but didn't necessarily articulate that as the reason she declined the request. I intend to discuss the situation with Councilwoman Dabal directly when given the opportunity so she understands that requests of that nature are to be sent to me so that I can weigh the appropriateness of posting items on the website.

As Agnes informed me, this was not the first time Melissa's phone calls upset Agnes. A matter of fact she told Agnes that the Revize Web company did not want to continue their relationship with the Borough because they did not receive a check for payment. I remember the check being drawn since I signed the check. I do not know if you were able to speak to Agnes about this incident or not. I do not believe this is a healthy work environment and should be continued.

I was in borough hall with Councilwoman Dabal at the council table the day the check was cut and sent via UPS. It was determined that Revize was not going to meet the time of the essence deadline on completing the website due to a number of reasons. Agnes was requested by me to retrieve the check from UPS, which he did on her way home that evening. Thereafter, I personally spoke with the principal at Revize who understood that failure to meet the contract deadline would trigger a daily penalty. Instead of suffering the penalty, Revize opted to cancel the contract due to non-payment by the borough and leave it at that. I have an

email cancelling the contract in my file.

Two weeks ago, as I was in the office I found out that Aneta took it upon herself to further inquire as to who is going to attend the annual convention in Atlantic City. Obviously, she was not happy with my instructions. This type of freelancing cannot be accepted and threatens my ability to perform my statutory responsibilities. Please clarify for me if she is my secretary or does she have the right to undermine me. I look forward to a quick response since this does not create a healthy work environment and breeds hostility.

*A month or so ago I sat with you in your office when you related that you sent the JSMM materials in the mail packets on more than one occasion and received less than a full response from the MC. The occasion you are making reference to two weeks ago happened to be when I was in the borough hall with my laptop. Aneta had the list in front of her and asked if I was attending. I inquired who else was still pending. Based on your conversation with me earlier, **I SENT AN EMAIL** to the councilmembers asking that they respond to Aneta a.s.a.p. if they intended to secure a room for the JSMM convention. That is all there is to the situation. Aneta was not freelancing as she did nothing except receive the replies I requested in **MY EMAIL** to the councilmember who had yet to advise her if they wanted to reserve a room. If you have taken any action based on facts other than these, you should retract it immediately.*

I trust this answers your inquiries. You know that I agree with you as to retraining the members of the council to refrain from communicating with office staff and to direct their inquiries through either myself or a department head. We need to continue to interject so long as necessary until that becomes the new norm.

Jane

On Mon, Aug 14, 2017 at 10:00 AM, Victor Baginski <wbaginski@wallingtonnj.org> wrote:

Good Morning,

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Two weeks ago, as I was in the office I found out that Aneta took it upon herself to further inquire as to who is going to attend the annual convention in Atlantic City. Obviously, she was not happy with my instructions. This type of freelancing cannot be accepted and threatens my ability to perform my statutory responsibilities. Please clarify for me if she is

my secretary or does she have the right to undermine me. I look forward to a quick response since this does not create a healthy work environment and breeds hostility.

Thank you

V. Baginski

Wallington

Borough Clerk

□□

Jane Fontana

Administrator

Borough of Wallington

24 Union Boulevard
Wallington, NJ 07057

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